

FILED

Date _____

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Clerk _____

Comm. Amdt. _____

Amendment No. 1 to HB3895

**Hill
Signature of Sponsor**

AMEND Senate Bill No. 4042

House Bill No. 3895*

by adding the following as a new section immediately preceding the effective date section and redesignating the effective date section accordingly:

SECTION __. Tennessee Code Annotated, Section 4-21-401, is amended by adding at the end the following as a new subsection:

(c)

(1) Notwithstanding this chapter or title 50, it shall not be an unlawful employment practice for an employer to require an employee to speak, or an applicant for employment to agree to speak, English while engaged in work if such requirement is based on business necessity and the employer provides notice to employees of the requirement and the consequences of violating the requirement.

(2)

(A) An individual shall not be considered to be engaged in work under subdivision (c)(1) during a bona fide meal period, a rest period, or any other break, during which the individual is not required to perform any duties.

(B) In this subdivision (c)(2), the term "bona fide meal period" means such period, and the term "rest period" means such period, within the meaning of sections 785.19 of title 29, Code of Federal Regulations, or any corresponding similar regulation or ruling.